



## DEPUTY DIRECTOR OF HEALTH AND HUMAN SERVICES

**\$79,917 - \$94,628**

(5.25% COLA increase at the beginning of 2022)  
*Plus Excellent Benefits*

*Apply by*  
**January 16, 2022**  
*(First Review, Open Until Filled)*

***P*ROTHMAN**



## THE COUNTY



Gunnison County cherishes its sense of community and place. The County strives to preserve and promote the well-being of the County's citizens, natural environment, and rural character. The County will deliver

services and set standards that reflect its values and preserve the region's unique quality of life for present and future generations to enjoy. Gunnison County is governed by an elected three-member Board of County Commissioners serving four-year overlapping terms. In 2018 and 2019, the International City/County Management Association (ICMA) acknowledged Gunnison County's commitment to data-driven performance management with consecutive awards of their Certificate of Excellence in Performance Management. In 2020, Gunnison County Department of Health and Human Services was also recognized for the fourth consecutive year with a Distinguished Performance Award for its high success rates for cases managed in Gunnison and Hinsdale counties. The 2021 adopted budget for the County is \$127,447,509 and there are approximately 200 FTEs. County departments include Administration, Gunnison-Crested Butte Regional Airport, Assessor's Office, Clerk & Recorder's Office, Community and Economic Development, Coroner, County Attorney, Emergency Management, Facilities & Grounds, Geographic Information Services, Health & Human Services, Juvenile Services, IT, Public Works, Sheriff's Office, and Treasurer's Office.



## THE DEPARTMENT

Health and Human Services is a unified department that provides all social services, public health, senior services, public assistance, and veterans services. The department has 41.80 FTEs and an annual budget of \$5.275 million. The department provides all services for Gunnison County and also provides social services and public assistance programs for Hinsdale County. The Department mission is to provide culturally competent advocacy, prevention, protection, and support services to the families of Gunnison and Hinsdale counties so they can prosper and thrive in a healthy and supportive community.

## THE POSITION

Under the general direction of the Executive Director of Health and Human Services, the Deputy Director is responsible for managing all aspects of the day-to-day HHS organization operations and assisting the Health and Human Services (HHS) Executive Director in the overall planning and management of the HHS operations. This position assists in the development of the vision, culture of the organization, strategic planning and management of operations and division programs. The mission, vision, and values of the organization guide the Deputy Director in carrying out management and oversight practices. The Deputy Director provides significant input and guidance to the HHS Executive Director around culture, strategic planning, values, budgeting, and management of the department. The Deputy Director promotes best practice program development and HHS program implementation. Develops and monitors department policies and procedures, reviews data trends and program reports to assist in program planning and development.

For a full job description that includes a full list of responsibilities, please view the attachment found [here](#).



**JOIN A HIGH-PERFORMANCE ORGANIZATION**

♦ **Managing for Results:** The County Manager has created an efficient business model approach to managing the County. The new Planning Manager will need to learn, understand, adopt, and promote this philosophy.

♦ **Supporting a Culture of Professionalism and Performance:** The new Deputy HHS Director will play an integral role in continuing to shape a culture of professionalism and performance at the highest levels within the organization.

**IDEAL CANDIDATE PROFILE**

**Education & Experience:**

A master’s degree from an accredited college or university in areas of health, human services, public administration or a related field is preferred with at least two (2) years of progressively responsible managerial experience in a public health and/or human services organization or, a bachelor’s degree from an accredited college of university in a health, human services, or public administration field, and five (5) years of progressively responsible managerial experience in a public health and human services organization. Candidates must have a valid Colorado driver’s license by time of hire. Candidates must also pass a background check at the time of hire. Completion of ICS 100, 200, and 700 within first year of hire and ICS 300, 400, and 800 within two (2) years of hire is required.



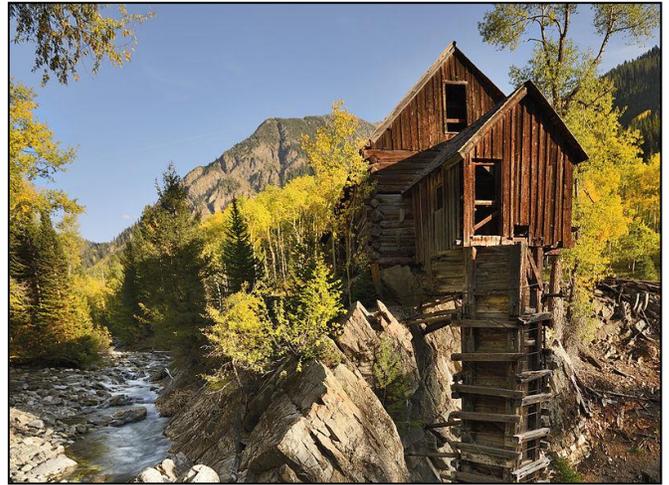
The ideal candidate will have a flexible work approach with the ability to problem solve and prioritize in the absence of all data or information. The candidate will be able to work with multiple community leaders, internal HHS leaders and staff and clients toward identifying common strategies and achieving maximum outcomes with limited resources. The ideal leader will be able to work with varied State leaders and State department directives, contracts, agreements, and deadlines to meet multiple contract obligations. The selected candidate will have a leadership style that is flexible and situational to meet the varied and multiple required approaches within the positional work.

**Necessary Knowledge, Skills & Abilities:**

- Considerable knowledge of general principle and objectives of State and Federal laws and regulation pertaining to the delivery of public health and human services; considerable knowledge of the methods and techniques of administration of community organizations; team building and collaborative processes; supervision and staff development; knowledge of case work standards and practices; knowledge of individual and community problems and resources to address such problems; knowledge of current social and economic problems; and knowledge of modern technology and social media.
- Working knowledge of funding sources including foundations, state and federal grant programs which have the potential for funding enhancement of existing programs or addressing new and evolving human service needs of the community.
- Skill in researching, compiling, and summarizing a variety of informational and statistical data and materials; organizing work, setting priorities, meeting critical deadlines, and following up on assignments with minimum direction.
- Ability to effectively supervise staff; ability to establish and maintain effective working relationships with employees and county officials; ability to cooperate and effectively develop positive relationships with other community human service providers, ability to exercise good judgment in evaluating situations and making decisions, ability to communicate effectively orally and in writing.
- Demonstrated success in obtaining grant and foundation funding for public health or human service programs.

**THE REGION**

Surrounded by the 1.6 million-acre Gunnison National Forest, Gunnison County is considered the “unspoiled heart of Colorado.” The area encompasses some of the wildest and most beautiful terrain in the world, including Colorado’s largest body of water, Blue Mesa Reservoir, as well as Black Canyon National Park, Curecanti National Recreation Area, and 2,000 miles of trout streams. Over 85% of Gunnison County is under public ownership, which provides year-round outdoor recreation opportunities, including kayaking, boating, rafting, fishing, hunting, hiking, mountain biking, rock-climbing, camping, and skiing.



Gunnison County has a population of about 17,200 residents and covers 3,259 square miles. Over 60% of the dwelling units in the County are second homes and vacation rentals, so the permanent population number is a bit misleading as the services and complexities are more akin to a larger jurisdiction. Located in the Rocky Mountains at 7,700 feet above sea level, Gunnison enjoys warm summers and cold winters with moderate snowfall. The economic base is primarily tourism, followed by education, ranching, and natural resource extraction. Gunnison County is rich with mineral deposits and grazing lands, allowing ranching to still play a prominent role in the economy, lifestyle, and character of Gunnison County. The Elk Mountains dominate the County, topping out in the northeast at 14,000 feet with the peaks that form the Continental Divide. The Crested Butte Ski Area opened in 1963, making Gunnison a popular destination for snowboarders and downhill skiers looking for a world-class ski experience and challenging slopes.

Gunnison County is a wonderful place to raise a family and otherwise be part of a vibrant, close-knit, interconnected community representing a variety of viewpoints and interests. Crested Butte Community School is one of the highest ranked public high schools in Colorado and the United States, according to *U.S. News and World Report*, and the Gunnison public school district, which includes the schools in Crested Butte and Gunnison, is ranked among the top 15 districts in the state. In 2010, Gunnison County ranked first nationally for highest life expectancy for men (82 years old) and fourth nationally for women (84 years old), according to data from the U.S. Health Map. Gunnison County also benefits from a highly educated population, with over half of the County’s population age 25 having obtained a bachelor’s degree or higher. In addition, the area offers some of the best outdoor recreation opportunities in the nation if not the world, including downhill and backcountry skiing, Nordic skiing, dog sledding, snowshoeing, snowmobiling, ice fishing, mountain biking, horseback riding, boating, fly fishing, hunting, rafting, kayaking, hiking, backpacking, trail running, and camping.



Gunnison is also home to Western Colorado University, one of the state’s top four-year fully accredited undergraduate institutions has also been hailed as a “Top Adventure School in the West” by *Elevation Outdoors* magazine. Gunnison-Crested Butte Regional Airport serves the valley with both commercial airline and general aviation flights. Gunnison Valley Rural Transportation Authority operates bus service between Gunnison and Crested Butte serving Western Colorado University and Crested Butte Mountain Resort. Bus service to Denver from the Gunnison Valley is also available.

## COMPENSATION & BENEFITS

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- **\$79,917 - \$94,628 DOQ**
- Medical and dental coverage
- Vacation Leave: based on years of service starting at 6.67 hours/month
- Sick Leave: 8 hours for each month of service
- 11 paid holidays
- Dependent Care FSA
- Medical, dental, and vision FSA
- Life insurance
- Supplemental Life and AD&D Insurance, including spouse and children
- County 401(a) Retirement Program
- 457 Deferred Comp Plan Match Program
- Employee Assistance Program

For more information on  
Gunnison County, please visit:  
[www.gunnisoncounty.org](http://www.gunnisoncounty.org)



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Gunnison County is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **January 16, 2022** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to [www.prothman.com](http://www.prothman.com) and click on "**Open Recruitments**", select "**Gunnison County, CO – Deputy Director of Health and Human Services**", and click "**Apply Online**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



[www.prothman.com](http://www.prothman.com)

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